

- Is there any restriction to what the state can do retroactively (i.e., cuts)? It's essentially a cut to your current budget. They can't go back five years, can they? We got here because the legislature and governor have said no to new taxes, and cuts are the way to solve the budget problems. Meanwhile, the deficit is continuing to grow.
- The district budget is 86% salary and benefits. When you have 86% in salary and benefits, you can't just look at cutting back office supplies or turning off the lights. There is going to be some workforce reduction, it's not clear yet though. We're lucky that we have reserves. We have them available to us, but when we use them they're gone – unless we reestablish them.
- What are we proactively doing with these scenarios to come up with some creative responses for the future? If we get to a workforce reduction – will it be like we have before, which was not good, or a creative way that minimizes the trauma, etc.? Do we have a task force for this? We imposed a selective hiring freeze in January 2009, that hiring freeze has resulted in some savings to our budget, but not enough. The selective hiring freeze is still in place. We are also going to talk to the board tonight about offering a retirement incentive program for those that qualify. We're hoping to reduce our workforce through this incentive manner rather than other ways. We're also looking at our 2009-10 budget to figure our operational ways we can manage saving. We're also reducing classes in 2009-10, that will reduce the adjunct faculty need, which will create budget savings. The layoff will be the last avenue we'd go down.
 - Could someone who is tenured volunteer to take a 40% of 20% leave instead of laying off new faculty? Perhaps taking one day off a month, etc.? This way you could preserve your most skilled people for those times where we will have increased needs.
 - President's Staff and the VPs have been working on this since Dr. Browning started. If we did a furlough, it would be difficult to impose it on faculty. Also it would be impacting PERS/STRS. Also, we're looking at revenue generation. We're looking at reorganizing fee-based courses, increasing fee-based courses. Also, our international programs.
 - Are the campus labor unions involved too? Are the unions part of the SERP discussion at this point?

4. Co-Chair Confirmation

- Tim Roberts has agreed to be co-chair for 2009-2010. College Council needs to vote on this.

MOTION: Moved/Bradshaw; Seconded/Parks: Passed to approve Tim Roberts as College Council Co-Chair for 2009-2010.

- Comment: If Tim is anticipating this would be his last year, it might be a good idea to think of a successor soon.

5. Council By-Laws Amendment Proposal

- There are several reorganizational changes that change the membership of College Council. That new member (AVP of Human Resources) would be an ex-officio member. Another possibility would be that we don't have an official adjunct position on College Council. Does it seem like it would be on Faculty Senate? Would Faculty Senate want this? Yes.
- Does College Council think we should add an adjunct member permanently? Yes, they are a huge contribution.
- Motion made, but the changes to the by-laws will be tabled until the August 12th meeting, so that they are written out beforehand.
- Question: Is it normal to have an HR person at College Council? It's normal to have the VPs attend College Council, as ex-officio members.
- Question: The adjunct faculty member – would they be ex-officio or voting? They represent more than half of our instructors, they should get a vote.

- Maybe the adjunct should get a stipend for doing this? Just from the point of view of adjuncts, they are losing jobs all over the state. They can't teach class during that time, they're losing money. This might be a negotiated issue, in their contract. It wouldn't be part of the by-laws, though.

Summer Retreat Agenda

- Identified topics:
 - PIOs
 - Objectives
 - Updates on Campus Plans
 - Feedback from College Council member survey
- There's probably a lot of work we'll be doing with the PIOs – we'll be doing a prioritization process. Also with the objectives, we'd like to have some preliminary language already identified before the retreat, so that College Council is not starting from scratch. We've also been working on bringing together some of our campus plans. We're going to have some reports on how that work is progressing. A few meetings ago, we talked about how our group might improve, how we're doing. This was followed with a survey, we'll talk about the results of the survey.
- Question: This is a non-voting meeting, yes? The objectives will need to be voted on. We can still vote, we'll just make sure the item is listed as an agenda item so that we can vote on it.

7. Progress on Planning

- The Resource Assessment Team had a meeting to analyze all of the PIOs.
- Comments:
 - Analyzing the PIOs was a difficult process, we might make a recommendation on how we might do this differently in the future. There was only one PIO from each department – it's going to be a full-time job for someone to go through this when there is more than one PIO from each department. It also would be helpful to know if the PIO was already funded. There probably needs to be a conversation about what a PIO actually is.
- Question: Is the PIO spreadsheet on the Ohlone website? There is talk of it being in the Curricunet module.
- Accreditation suggestions: the team didn't make any recommendations, but they did see two things – you'll recall the circular diagram with the planning cycle, they want to know who does what, and when. The other thing had to do with Curricunet. If you were involved in writing a PIO, you might be more familiar with this. There is a gap between what the conclusions of the data are and how that provides the rationale for the PIO.
- Comments:
 - There is a section in Curricunet that can be revised to look at strengths and areas for improvement
 - It needs to be clear that the strengths come from their data.
 - It seems like there should be a data analysis section.
 - That may help respond to the Resource Assessment Team's issues too.
- The Process Assessment Team – there was a planning task force early on, and one of the accreditation suggestions was that we constantly look at our planning. Dr. Browning recommended converting that PTF into a Process Assessment Team. The details haven't been designed yet. We also need to figure out how the Budget Committee will work.

8. H/R Update

- We had a fairly limited pool of candidates when we looked for a Dean of Human Resources, so we revised the job description to an AVP. The job closed on July 7th. We have a fairly decent applicant pool. Dr. Wright is chairing the committee. We had about 66 applicants.
- We're hoping to have the new AVP start before Fall semester. In the meanwhile, Vic Collins will be working with us on a minimal basis, and Victoria Simmons will serve as an interim.

9. Board Update

- There is a Board Meeting this evening. The board will continue to review policies. This spring, the Board has reviewed the policies having to do with the Board (BP 2000s). They've used the CCLC template language almost exclusively, and have been very professional in dealing with this. As we move forward, the board will be discussing policies that involve various other areas on campus. The policies that have campus impact will be going to College Council beforehand.
- An example of this was the K-12 policy. There's another policy on minors on campus that will start with Faculty Senate and then College Council.
- SERP (Supplemental Employee Retirement Plan) will be proposed to the board tonight as well. Information will be sent to the college community shortly thereafter.

10. Constituent Groups Feedback

- The results of the Council member survey will be discussed at the August 26th College Council retreat. This will include feedback on assessment – how College Council is functioning as a shared governance body.

11. Suggestions for Future Topics

- E-mail any suggestions for future topics to Tim or Gari.

ADJOURNED: 4:32 p.m.

FUTURE MEETINGS / 2009: Summer Schedule

(3:00 - 4:30 / 1407 & SSC):

- Summer/Fall Schedule: 2009
Mondays, except as noted*
Room 1407 & SSC (3:00 – 4:30 p.m.) as follows:

August 12 (Summer Wed.)*, Room 1407
August 26, 9:30 am-4:30 pm, Council Retreat, SSC
September 8 (Tuesday due to Labor Day Holiday), SSC
September 21, SSC
October 12, SSC
October 26, SSC
November 9, SSC
December 7, SSC